



NORTHAMPTON PRIMARY
ACADEMY TRUST PARTNERSHIP



EYFS Phase Leader





Welcome from the Chair of the Board of Trustees

We are delighted that you are interested in applying for a position at the Northampton Primary Academy Trust (NPAT).

The Northampton Primary Academy Trust Partnership was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality-first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes, from small to large, split site primaries and cover a diverse geographical range and socio-economic mix.

Our vision is to achieve “educational excellence; creating opportunities and enriching lives”. To achieve this, our mission is to develop a Multi-Academy Trust of highly effective and sustainable schools. NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively what a single school couldn't achieve alone. NPAT improves our schools using teamwork and innovation through partnership working that brings together children, parents, teachers, governors and school leaders.

From the original five schools we have seen progressive growth, with eleven schools currently on board. Whilst we grow in size, the Trustees and Executive Team are keen to ensure that we retain the values and ethos upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career, through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey and we would be delighted to welcome you on board to be an integral part of it!

Thank you

Jeremy Stockdale

'Achieving Extraordinary Things'

Dear Applicant

Thank you for your interest in furthering your career at Northampton Primary Academy Trust. We aim to appoint and retain the highest calibre of staff at all levels. We work hard to ensure that our staff have every opportunity to develop as professionals throughout their career.

We are committed to developing the best working practices for our staff and ensure that staff working conditions, workload and well-being are at the heart of our thinking.

Our NPAT Staff Pledge shows our ongoing commitment to our workforce and we try to ensure that anyone working in an NPAT schools can expect:

- A fair and reasonable workload.
- High quality training and CPD opportunities that meet the needs of individual members.
- A fair pay and reward package at least equal to the national agreement for teachers, and the Local Authority pay scale for support staff.
- Support and incentive to ensure positive well-being.
- Higher priority placement in the school that you work at for the admission of staff children.

NPAT is committed to providing the most innovative, creative and inclusive education possible. We pride ourselves on high expectations and outcomes for our children through a curriculum which is aimed at nurturing the whole child academically and personally.

We are committed to the personal and professional development of our staff, offering innovative, collaborative and supportive approaches to training and development courses in priority areas. We are always keen to hear about the professional needs of our staff, so please feel free to let us know of any areas that you feel we could support you with.

NPAT always aims to be at the forefront of the latest educational thinking and research, including our current work on curriculum development which will provide clarity to teachers about wider curriculum content so that their valuable time can be spent concentrating on delivery and personalising this to meet the needs of their learners. We aim to work with the very best educational researchers and give our staff every opportunity to hear the latest research evidence tied in to our education strategy and priorities.

We hope that you will join us in one of our NPAT schools and look forward to working closely with you.

Yours sincerely,

Julia Kedwards, OBE

NPAT Chief Executive Officer

Follow us on Twitter: @NPATrust, ***Telephone/text:*** NPAT Office 07741 654181

Email: recruitment@npatschools.org, ***Website:*** <https://npatschools.org/index.php>

"The Northampton Primary Academy Trust (NPAT) is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including the right to work in the UK, a health check, an enhanced DBS check and satisfactory references."



The Northampton Primary Academy Trust (NPAT)

NPAT was formed in 2012 by a group of five Northampton Schools who believed that by working together, they could achieve something truly special for children across Northampton Town. NPAT is now a collaboration of eleven schools representing 4350 fabulous children and 700 amazing staff. Our schools are:

Abington Vale Primary School

Blackthorn Primary School

East Hunsbury Primary School

Ecton Brook Primary School

Headlands Primary School

Lings Primary School

Rectory Farm Primary School

Simon de Senlis Primary School

Thorplands Primary School

Upton Meadows Primary School

Weston Favell Primary School

In September 2021, we look forward to opening our Free School in the Duston area of Northampton, taking our total to twelve primary schools.

NPAT is driven by a vision of innovation, high aspiration and achievement, and a commitment to sport and the arts. This approach is encapsulated in our motto:

'Achieving Extraordinary Things'

NPAT schools all share a common vision - ***to achieve educational excellence, create opportunities and enrich lives*** - and are committed to shared principles and approaches whilst retaining the freedom to innovate and develop their own identity and character. Our schools span a range of communities and locations across the town, and we are able to offer staff opportunities to collaborate with others across the Trust.

The partnership is built on the principle of synergy; our collaboration of vibrant and diverse schools can collectively achieve more than a single school working alone. NPAT schools improve using collaboration and innovation through partnership working that brings together children, parents, teachers and school leaders, with the understanding that we are one organisation with many different sites:

'My school is your school; your children are 'our' children.'

Within the partnership, schools will have a range of strengths and needs and will be at different stages in their improvement journey. All schools are committed to an ethos of mutual support, sharing of best practice and co-creation of NPAT policies and curriculum approaches.



Thorplands is a one form entry primary school with a nursery going through an exciting period of change with a new leadership team. Our children are polite, respectful and keen to learn. We have a fantastic team of incredibly dedicated staff who believe children learn best when they are safe, heard and valued and we work hard to achieve this every day. We believe in building strong relationships with our whole school community.

We have a fantastic space for our Nursery & Reception children & seek someone who has the vision and drive to lead this vital stage in children's education. We recommend that you come and have a look round and meet some of the team.

If you are passionate about the positive impact that quality education can have on all children, then please come and visit us. Set within the Eastern District of Northampton, our aim is to ensure that every child leaves us well prepared for their next stage of education, having experienced a rich curriculum with plenty of opportunities and experiences. This will be achieved through developing outstanding, research driven pedagogy in each class. We are committed to ensuring a rich and broad curriculum for all through our involvement in the Arts and Sport.

As part of the Northampton Primary Academy Trust, Thorplands Primary is an exciting place to work; there are many opportunities to network across the Trust schools and take part in quality professional learning. As a school, we focus on learning and teaching in a collaborative and supportive environment. We have a committed, professional and dedicated team who enjoy developing their practice to ensure the children receive the very best in each classroom.

Northampton Primary Academy Trust aims to achieve educational excellence; creating opportunities and enriching lives. This applies to our fabulous staff as well as our children!

Please come and visit us in action and see what a welcoming school we are.

Sam Mawer
Headteacher

EYFS Phase Leader

Job Description

Post Holder: EYFS Phase Leader – MPS/UPS plus TLR – Permanent FT position

Responsible to: Headteacher

The appointment is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff. The job description will be reviewed annually.

Areas of Responsibility and Key Tasks-

Leadership and Management	<ul style="list-style-type: none"> • Provide an excellent role model for pupils and for staff, by classroom practice that sets a standard for other teachers to emulate. • Working to lead, motivate, support, challenge and develop staff in the EYFS. • Consistently and effectively contributing in driving forward whole school improvement as part of Senior Leadership Team. • To lead and manage the EYFS team, including Nursery, to provide exceptional quality learning for all children within a secure, happy and caring environment. • To support, develop and coach teaching and learning across EYFS, so that the school has consistently good or better teaching. • To lead and co-ordinate assessment across EYFS, including Nursery, maximising pupil and parental engagement. • Working to secure continual improvement including his/her own continual professional development. • Playing a full part in the planning and organisation of all school activities, functions and events; including an active involvement in the extra-curricular life of the school. • Support colleagues to create a stimulating environment for learning, including the development of the outside areas in EYFS. • Liaise with staff to ensure smooth transition from one phase to another, including coordination of the 'handover' of relevant documents.
Teaching Role	<p>Planning, Teaching and Class Management:</p> <ul style="list-style-type: none"> • Teach an inspiring and appropriate Early Years Curriculum following the new Early Years Foundation Stage (EYFS) guidance. • Ensure children are settled in well to their first year of schooling & develop in their characteristics of effective learning.

	<ul style="list-style-type: none"> • Be accountable for the attainment, progress and outcome of pupils you teach and monitor every child’s progress against the Early Learning goals, whilst following the EYFS curriculum • Liaise effectively with parents and offer opportunities for them to engage in their child’s learning at home • Be aware of pupils’ capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn • Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL (English as an additional language); and/or disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them all • Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy including the use of standard spoken English and the teaching of early reading and phonics <p>Monitoring, Assessment, Recording, Reporting to:</p> <ul style="list-style-type: none"> • Make accurate and productive use of assessment to secure pupils’ progress and ensure every child makes good progress from their Reception baseline • Liaise with staff and parents to support positive well-being and good behaviour across the phase. • Set clear and challenging EYFS targets that build on prior attainment for each pupil; use an appropriate range of observation, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners’ progress and levels of attainment <p>Technology Requirements:</p> <ul style="list-style-type: none"> • Be a confident and effective user of technology in the classroom;
<p>Other Professional Requirements</p>	<ul style="list-style-type: none"> • Have a thorough working knowledge of teachers' professional duties and legal liabilities; • Operate at all times within the stated policies and practices of the school; • Establish effective working relationships and set a good example through their presentation and personal and professional conduct; • Endeavour to give every child the opportunity to reach their potential and meet high expectations; • Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school; • Take responsibility for their own professional development and duties in relation to school policies and practices; • Liaise effectively with parents and governors; • Take on any additional responsibilities which might from time to time be determined.

EYFS Phase Leader Person Specification

Category	Essential	Desirable
Qualifications	<p>Qualified teacher status</p> <p>Good Honours Degree</p> <p>Evidence of further professional development in EYFS</p>	<p>Any other qualifications relevant to a leadership role</p>
Leadership	<p>Leadership experience (leading a team or leading a wider-school initiative) in EYFS.</p> <p>A thorough understanding of what constitutes high quality leadership in EYFS educational provision, the characteristics of effective Early Years settings, and strategies for raising standards and outcomes for EYFS children.</p> <p>Ability to lead and support other staff within the school which impacts on standards and achievements.</p>	<p>Experience of leading and developing Nursery provision.</p>
Knowledge and Experience	<p>Experience of working across the Early Years Foundation Stage, including Nursery</p> <p>Proven highly successful teaching experience in EYFS</p> <p>Awareness of current developments in education and the implications of these.</p> <p>An extensive knowledge and understanding of how to promote pupils' spiritual, moral, social and cultural development and good behaviour through effective management and leadership</p> <p>Extensive experience of curriculum planning, implementation, assessing and recording.</p> <p>Knowledge of statutory requirements for the end of Early Years and have experience of working with these.</p> <p>Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.</p> <p>Commitment to the protection and safeguarding of children and young people.</p>	<p>Experience and training related to an aspect of leadership and management.</p> <p>Experience of succeeding in a school in an Ofsted category or other challenging circumstances.</p> <p>Knowledge and experience of teaching Read, Write Inc.</p>

<p>Ethos</p>	<p>A commitment to raising achievement through partnership with parents, Schools' Services and the community.</p> <p>Experience of effective involvement with parents and governors.</p> <p>Experience of working with and developing links with parents, governors and the wider community and to empathise with the points of view of others.</p> <p>Enthusiastic, dedicated, sympathetic and approachable with a sense of humour and fun.</p> <p>Ability to inspire confidence, respect and openness.</p>	
<p>Personal Qualities</p>	<p>Excellent interpersonal, communication and organisational skills.</p> <p>Proactive in areas of responsibility with an awareness of whole school issues.</p> <p>A commitment to school improvement and to developing own professional skills.</p> <p>A willingness to take on appropriate delegated tasks relevant to the post.</p> <p>Demonstration of a growth mindset.</p> <p>Ability to show a committed, professional and loyal attitude to the school, openly modelling its aims and values.</p> <p>An ability to use and understand discretion, confidentiality and professionalism as a leader and role model.</p> <p>An ability to learn from mistakes and take advice.</p>	

Statement of Equality

Northampton Primary Academy Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills. Applications are invited from all members of the community.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

Safeguarding

Nothing is more important than keeping all our children safe, especially the most vulnerable. The NPAT Partnership is fully committed to ensuring that children with SEND, those eligible for Pupil Premium funding and other vulnerable groups are able to achieve as highly as possible. Schools within the partnership will have the most rigorous and updated procedures and policies which help keep children in our care safe. We will ensure that all vulnerable groups of children achieve highly, when compared to their peers nationally, through the following measures:

- All schools will be subjected to an annual safeguarding audit
- All schools will hold the Inclusion Quality Mark (IQM)
- Behaviour and Safety of children will be outstanding in all our schools

Our Trust policy can be found here:

<https://npatschools.org/index.php/npat-information/safeguarding>

How to Apply

If you think that you are the person for us, we would love to show you round our school to meet some of our children and staff. Please contact the finance manager, Ellie Alexander, on 01604 493384 to arrange a visit.

Applications should be submitted using our Trust application form via email to bursar@thorplandsprimary.net by **12pm Thursday 29 April 2021**. Please also submit the equal opportunities monitoring sheet and a letter of no more than two pages summarising your proven ability relating to the job description and person specification.

Interviews to be held week beginning **3 May 2021**.

We look forward to meeting you.

